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SUMMARY

OF

OFFICE OF TRAINING (GENERAL)

COURSES AND PROGRAMS

23 July 1952

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23 July 1952

Memorandum to: All Assistant Directors
From: Director of Training
Subject: TR(G) Training Courses and Programs

1. Following the informal talk given recently to the DD/I and his Staff on the organization, courses and programs of the Office of Training (General), I was asked to provide a summary of the present and proposed courses of TR(G).

2. The summary attached is for your current information. It will be superseded by a TR(G) Training Bulletin, now in preparation, which will be more detailed.

3. For further information on the training courses and programs of TR(G), please contact Chief, Plans and Policy Staff, TR(G), [REDACTED] phone 3531.

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4. Copies of the summary of courses are furnished herewith for distribution within your organization.

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[REDACTED]
Matthew Baird

Director of Training

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DD/TRG

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PLANS AND POLICY STAFF

Intelligence
Training
Division

Management
Training
Division

Junior Officer
Training
Division

Programs
Division

Language
Services
Division

Orientation
and
Briefing
Division

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INDOCTRINATION ✓

Purpose of Course: To give all incoming personnel an appreciation of the mission, functions and organization of CIA and its relationship to other governmental agencies in the national security structure.

Description of Course: Lectures on the mission, functions and organization of CIA and its relationship to other governmental agencies in the national security structure.

Length of Course: 3 hours

Offered: Weekly

Date of First Course: November 1951

Number Attending Thru May 1952: 2621 (About 430 per month)

Status: This course will be continued as part of the EOD procedure for incoming personnel in order to acquaint them with CIA.

ORIENTATION ✓

Purpose of Course: To broaden the scope and comprehensiveness of the information of Agency personnel with respect to the intelligence process and the governmental intelligence community.

Description of Course: Lectures by the Director of CIA, his Deputies, selected Assistant Directors, various Agency experts and one or more prominent governmental officials at or near the cabinet level.

Length of Course: Four $\frac{1}{2}$ days

Offered: Quarterly

Date of First Course: February 1951

Number Attending Thru May 1952: 2479 (About [REDACTED] per quarter)

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Status: Seventh Orientation Course to be presented in July of 1952.

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UNCLASSIFIED TRAINING GROUP A (UTG/A) GENERAL

Purpose of Course: To provide meaningful training for new professional personnel EOD'd on a provisionally cleared basis.

Description of Course: Unclassified lectures in Intelligence, International Relations and General Administration. The Reading Improvement Course is required. Each trainee prepares an area study report.

Length of Course: 6 weeks

Offered: Every 3 weeks

Date of First Course: May 1951

Number Trainees Thru May 1952: 235 (About 20 per month)

Status: With personnel policy in effect that personnel will be EOD'd on a provisionally cleared basis only if their services would otherwise be lost to the Agency, the enrollment in UTG/A General is expected to drop off. Training will be conducted on an individual basis, with release contingent upon the completion of security action.

UNCLASSIFIED TRAINING GROUP A (UTG/A) RUSSIAN

Purpose of Course: To provide Russian language training for new professional personnel EOD'd on a provisionally cleared basis when such training is requested by the respective Offices to which such personnel are slotted.

Description of Course: Russian language training with emphasis on reading competence.

Length of Course: 8 weeks

Offered: Every 4 weeks

Date of First Course: May 1951

Number Trainees Thru May 1952: 185 (About 10 per month)

Status: With personnel policy in effect that personnel will be EOD'd on a provisionally cleared basis only if their services would otherwise be lost to the Agency, the enrollment in UTG/A Russian is expected to drop off. But some of the Offices of the Agency, particularly ORR and OSI, are detailing on-duty personnel to attend the course since it has been shown to be valuable to them because of the performance of former trainees now in their Offices.

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BASIC INTELLIGENCE COURSE, CIA INTELLIGENCE SCHOOL

Purpose of Course: To provide basic training for outstanding new professional personnel recruited by OTR, and therefore, to acquaint them with the field of intelligence and to relate their fields of competence to the field of intelligence so that they may begin to apply their knowledge and skills as professional intelligence officers. This original purpose has been expanded to include new incoming junior professional personnel of the non-covert Offices of the Agency.

Description of Course: Lectures on the conflict for world power which is the background for an understanding of the field of intelligence; lectures on the role of intelligence in support of the national security; lectures on the governmental intelligence community itself, its members and their respective missions and functions; lectures on the intelligence process, its nature and the problems peculiar to it. A selected bibliography in the fields of intelligence and international relations is required reading. The Reading Improvement Course is required.

Length of Course: The first three courses were 14 weeks long. The fourth course, beginning 16 July, to which new junior professional personnel will be detailed, will be 6 weeks long.

Offered: The long course was offered 3 times yearly. The present course will be offered bi-monthly.

Date of First Course: July 1951

Number Trainees Thru May 1952: 65

Status: Thirty-four trainees are in process for the Basic Intelligence Course beginning 16 July. It is expected that the enrollment will increase considerably (50 or more per month). The language requirement (of the first 3 courses) has been dropped. Therefore, the substantive material presented in the present course will be as great as before. Language training, where needed, will be undertaken at a later date, and at the specific request of the sponsoring Office.

READING IMPROVEMENT COURSE

Purpose of Course: To increase the reading speed and reading comprehension of selected Agency personnel.

Description of Course: Accelerated reading practice using a Reading Accelerator and digit retention exercises using a Tachistoscope. Reading training films are shown.

Length of Course: One hour a day for 6 weeks

Offered: Every 8 weeks for on-duty personnel. Other courses given to personnel in UTC/A General and in the Basic Intelligence Course.

Date of First Course: May 1951

Number Trainees Thru May 1952: 474 Total (About 40 per month) --

174 on-duty personnel; 65 professional trainees; 235 UTC/A General personnel

Status: Plans underway for expansion of the Reading Lab. in order to take care of incoming personnel.

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LANGUAGE TRAINING CENTER

Purpose: To provide language training for Agency personnel who should not be sent outside the Agency for security reasons, or who require refresher or maintenance self-study.

Description of Training: The following beginning courses are offered:

German - 3 sections
French
Italian
Russian
Spanish

Advanced training in language is provided in the laboratory by drill work and self-study, using tape recorders. Self-study courses are being carried on in Russian, German, French, Spanish, Italian, Slovak, Dutch, Danish, Japanese, Korean, and Chinese. Language Laboratory open 0700 to 2000 weekdays.

Number Trainees Thru May 1952: 84 (About 35 per month)
About 300 student hours per week are spent in the Language Laboratory.

Status: The Language Training Center began operation in March 1952. It is expected that the number of personnel using the center and the number of courses offered will increase as instructors and training materials are available.

EXTERNAL LANGUAGE TRAINING

Purpose: To provide language training, basic and advanced, for selected Agency personnel, who may be sent out of the Agency. Since the establishment of the Language Training Center in the Agency, personnel will be given language training at external facilities when the courses are not available in the Agency or when a more convenient scheduling of courses is available outside.

Description: At Georgetown and FSI training is provided in some 13 languages including Persian, Arabic, and Swedish. Agency personnel may be sent, when advisable, to Yale, California, Army Language School, etc.

External Language Training Approvals Thru May 1952: 224 total* (About 20 per mo.)
123 Georgetown; 49 FSI; 52 Others

* These approximate figures do not include Russian language training given at Georgetown to UTG/A (Russian) personnel and Professional Trainees in the first three Basic Intelligence Courses, CIA Intelligence School.

S E C R E T

INTRA-AGENCY SUMMER AREA PROGRAM

Purpose of Program: To improve and bring up to date area knowledge already acquired by Agency personnel, to introduce Agency personnel to an area with which they are not familiar, and to strengthen contacts between the Agency and scholars engaged in research on problems of interest to the Agency.

Description of Program: A number of university professors are being brought into the Agency in order to conduct area training in the following three fields: South East Asia, the Soviet Union and Eastern Europe. Each professor is competent in one or more of the fields of economics, political science, anthropology, geography, history, and sociology, in one of the four areas. Each professor is being brought into the Agency as a cleared consultant and an area specialist, and will be available to the division chiefs as a consultant on any problem which may appropriately be referred to him.

Length of Program: Two-hour seminars daily for eight weeks, beginning 7 July 1952.

Number Trainees to Attend 1952: Approximately 93 trainees from seven Offices.

Status: It is expected that the Offices will find this program so valuable that it will be continued on a yearly basis.

SUMMER SEMINAR ON THE NEAR EAST

Purpose of Course: To provide an opportunity for selected Agency personnel to study in their setting the political, historical, economic, social and cultural institutions of the Near East.

Description of Course: Two weeks in Washington for pre-area briefing by FSI. 25X1C
Eight weeks of residence at the [REDACTED] including lectures and seminars on the history, geography, geopolitics, and contemporary problems of the Near East, and local field trips within the [REDACTED]
Three weeks of field trips to capitol and major cities of most of the countries in the Near East, including visits to and briefings at the U. S. embassies and legations in the area. 25X1C

Length of Course: 13 weeks

Offered: Yearly

Number Trainees 1951: 14

Agency Quota: 16 for 1952 -- assigned by FSI

Number Trainees to Attend 1952: 16

Status: It is expected that the Agency will participate in this program on a continuing basis.

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Purpose of Course: To train personnel so that they will understand the Soviet Union, its peoples and its language, and when placed in positions of responsibility will have sufficient background to make sound decisions and estimates concerning the capabilities, limitations, and potential of the Soviet Union and its satellites.

Description of Course: Intensive training conducted in the Russian language. Lectures, discussions and seminars on the military, economic, and political structure of the Soviet Union and its European satellites. Advanced Russian language training. Field trips to local points of interest. Special projects prepared by each trainee.

Length of Course: 18 months beginning September 1952

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Agency Quota: 3 assigned by the Department of the Army

Number Trainees to Attend 1952: 3

Status: It is expected that the Agency will have three slots for the 1953 course, and that selected Agency personnel will participate on a continuing basis.

SUMMER WORKSHOP ON ISRAEL

Purpose of Course: To provide an opportunity for selected personnel to study in their setting the political, economic, educational, social, and cultural institutions of the state of Israel.

Description of Course: Lectures and seminars on the politics, economy, and culture of Israel. Field trips to local points of interest to give the trainees firsthand knowledge of the agricultural and industrial growth of Israel, as well as an understanding of its historical and archeological significance. Course sponsored by the New York University Workshop, conducted by the Division of Hebrew Culture and the Consulate General of Israel in New York, [REDACTED] 25X1A

Length of Course: 6 weeks beginning July 1952 at the Katznelson Institute, Israel

Number Trainees to Attend 1952: 1.

Status: It may be expected that in future years other Agency personnel will attend this course.

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FOREIGN SERVICE INSTITUTE LANGUAGE AND AREA PROGRAM

Purpose of Program: To train selected personnel from CIA, State, and other governmental agencies in an intensive language-area program designed to produce area experts.

Description of Program: This program is in the planning stage with OIR and FSI acting jointly. An FSI task force has produced a plan for a language-area program on the Near East. This program has been circulated among the interested Offices of the Agency, and each Office concerned is now planning its long-range requirements for language-area competence on the Near East. The FSI program consists of one year of basic language and area study in Washington, and one year in advanced language and area study at a field training station of FSI in the Near East. The FSI program is flexible enough so that shorter tours of duty may be arranged.

Agency Quota for 1953: 12 slots for the Near East program.

Status: Similar programs for South Asia, Far East, Eurasia and Western Europe will be planned as rapidly as staffs can be assembled and field installations set up. Ambassador Bowles has indicated great interest in the South Asia program. It is planned that it be set up concurrently with the Near East program, beginning March 1953. It is expected that Agency interest in these programs will be great and Agency support to FSI will be accomplished.

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MILITARY TRAINEES, OCS

Purpose of Training: To instill basic service disciplines in selected Agency personnel and to provide for them active-duty military training appropriate to their experience and prospective intelligence careers.

Description of Training: Limited numbers of draft eligible male personnel are placed into one of the four services for basic training, officer candidate training, commissioning, and such other military training as the Agency may request and the service concerned is able to provide. Upon completion of training, the individual returns to the Agency in an active-duty military capacity as one of the regular service quota to the Agency until he has discharged his active-duty obligation. He then reverts to civilian Agency status, with or without a reserve commission.

Agency Quota: Total 150 (The date of agreement with each service varies. September 1951 is mean date.)

57 Army; 50 Air Force; 43 Navy (includes 7 Marine slots)

Number Trainees Thru May 1952: 19 Total

7 Army; 7 Navy; 3 Air Force; 2 Marines

Status: It is expected that as outstanding personnel are recruited, the Agency quota will be filled out.

DEPARTMENT OF DEFENSE SCHOOLS

Purpose of Training: To provide training for selected Agency personnel at various Defense Schools so that they will have a better understanding of the intelligence, command and staff functions of the services, and thereby promote closer coordination between the Agency and the services.

Description of Training: Attendance at one of the following:

National War College - 3	Naval Intelligence School - 1
Industrial College of the Armed Forces - 1	Strategic Intelligence School - 3
Army War College - 1	Counter Intelligence Corps School-2
Naval War College - 1	Armed Forces Staff College - 1
Air War College - 1	
Associate Intelligence Course, Air Command and Staff School - 1	

Agency Quota: 15 total per class. (Breakdown of quota above. See CIA Regulation

Number Trainees Thru May 1952: 21 total --

3 National War College	1 Naval War College
15 Strategic Intelligence School	2 Naval Intelligence School

Status: This program is rapidly being implemented. By September of 1952, 13 more Agency personnel will be entered in the service schools as follows:

3 National War College	1 Naval Intelligence School
1 Industrial College of the Armed Forces	3 Strategic Intelligence School
1 Army War College	1 Armed Forces Staff College
1 Associate Intelligence Course	1 Associate Intelligence Course
1 Air War College	Air Command and Staff School

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CLERICAL REFRESHER COURSE

Purpose of Course: To provide refresher training in designated subjects for on duty support-clerical personnel at the request of the various Offices.

Description of Course: Classes offered in typing, shorthand, accounting, filing, English usage, stenotyping and Agency Office practices.

Length of Course: 3 weeks

Offered: Every 4 weeks

Date of First Course: July 1951

Number Trainees Thru May 1952: 393 (About 40 per month)

Status: This course has been found valuable to the Offices of the Agency and will be continued and enlarged in response to Office need.

TRAINING IN THE PERSONNEL POOL

In January 1952, O/TR took over responsibility for training in the Personnel Pool for support-clerical personnel EOD'd on a provisionally cleared basis. An unclassified training program in shorthand, typing, office practice, English usage, and geography was established. Much of the training in the Pool was remedial, to bring support clerical personnel up to acceptable standards of proficiency in the various clerical skills.

Now, because of a recruitment policy directive to the effect that only support-clerical personnel meeting prescribed Agency standards of proficiency in typing and shorthand will be recruited; and because of a modification of the basic objective of the Pool -- to maintain a constant reserve of 200 support-clerical personnel in order to compensate speedily for clerical attrition in the Agency; the personnel pool will contain only qualified personnel both provisionally and fully cleared.

All of these personnel will take a training course of at least two weeks duration, at least part of which will be conducted on a classified basis. And satisfactory completion of the training program will be necessary for placement within the Agency. At present the planning and implementation of this training program is under way.

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ADMINISTRATIVE TRAINING PROGRAM

Purpose of Program: To provide additional adequately trained professional-level administrative officer personnel to meet increasing operational requirements of the Agency. Therefore, to provide training for newly recruited personnel for this program and to provide specialized training for administrative officers presently on duty in order to increase their capacity to perform under the accelerated operational program.

Status: O/TR, in conjunction with the Office of Organization and Management and the General Services Division, has devised a means for approaching the administrative training problems. At the present time plans are under way for a series of conferences led by senior Agency level administrative officers (i.e., the Comptroller, the Director of Personnel, the Chief of Administrative Services and the Chief of Procurement). These conferences will be attended by the senior administrative officer for each of the Offices of the Agency, with his budget officer, personnel officer and supply officer. The conferences will explore those administrative problems which have the most serious effect upon the administration of the Agency at the agency level. Such a series of conferences will result in an identification of those problems which require resolution by simple procedural adjustments and those in which training is required. The Office of Training will then be in a position to design and put into effect training programs to meet the requirements for training indicated by these conferences.

HUMAN RESOURCES PROGRAM

Purpose: To assist personnel with management and supervisory responsibilities to make the best and fullest use of the individuals under their supervision by assisting such personnel to appraise their own work methods, to comprehend the human resources under their supervision, and to apply the simple, well-tried concepts of effective human relations within the framework of a systematically organized program.

Status: It is planned that a Human Resources Program be established; to consist of four 1/2 hour group meetings with small groups of supervisors; a 1/2 hour interview with each supervisor, and a follow-up one hour group meeting with the supervisors approximately every six weeks for an indefinite period. The program will be instituted slowly, office by office, division by division, until the necessary coverage has been achieved. The group meetings will be conducted by the Chief, Management Training Division, O/TR.

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